

# FY-20 Active-Duty Line Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

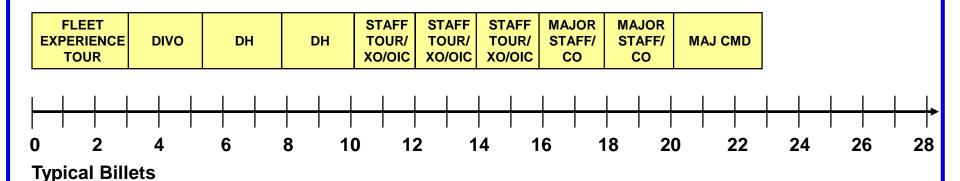
ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-20 STATUTORY SELECTION BOARDS.



## Fleet Support Officer

**Career Progression** 





Master's JPME I Overseas tour Subspecialty development Staff Tour Master's JPME I Overseas Shore facility management Joint Tour
Program Director
JPME II
Overseas
Shore facility
management

Major Staff Tour
JQO
Deputy/COS
Shore installation management
Resource allocation

**ADMINISTRATIVE BOARDS:** 

XO/OIC: N/A
CDR CMD: N/A
MAJ CMD: N/A



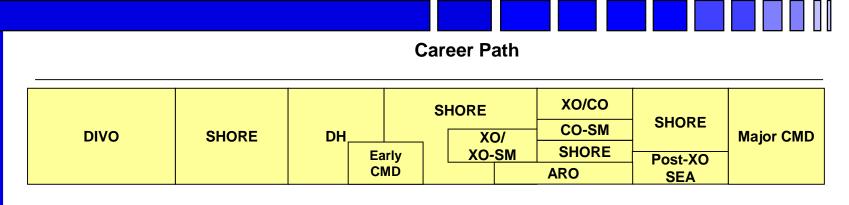
## Fleet Support Officer

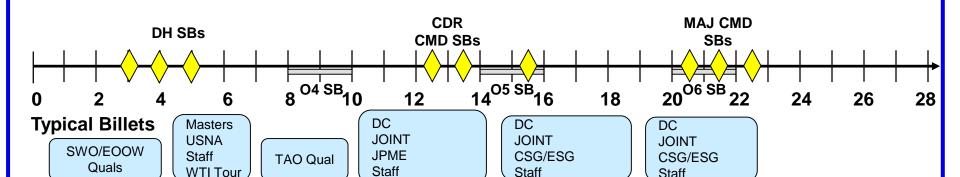
- Sustained Superior Performance
  - ➤ In billets of increasing complexity, responsibility, and scope
- Proven Leadership Positions in Shore or Joint Assignments
  - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- Career Paths
  - ➤ Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
    - Anti-submarine Warfare (IUSS)
    - Shore Installation Management (SIM)
    - Strategic Sealift Operations
    - Pol-Mil Affairs



#### **Surface Warfare Officer**

**Career Progression** 





#### **CO-SM billets**

- Milestone Screened
- Due Course
- Eligible for and have previously screened for Major Command / O6

#### **XO-SM billets**

- Milestone Screened
- Due Course
- Eligible for and have previously screened for O5 Command

#### ADMINISTRATIVE BOARD RATES:

57% DH BOARD (JUN 18): 25%\*\* CDR CMD (DEC 17): MAJ CMD (NOV 17): 39%

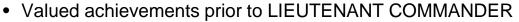
\*\* 38% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.

Staff



#### **Surface Warfare Officer**

#### **Community Values**



- Service at Sea Successful DIVO sea tours
- Screened for Department Head Afloat
- ➤ Graduate Education and other Talent Management special programs are highly valued by the SWO Community but sometimes result in NOB FITREPs. The lack of observed FITREPs should not be viewed negatively for these highly talented, screened officers.
- Some of our most talented Department Heads are transferred to Surface Warfare Officer School up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB promotion recommendations, but this should not be viewed negatively by the board.

#### Valued achievements prior to COMMANDER

- > Service at Sea Successful breakout performance as Department Head Afloat
- > Attain Command Qualification AQDs indicating they are qualified to command at sea
- Screened for or serving in XO-CO Fleet-Up/CO-SM/XO Afloat/XO-SM

#### Valued achievements prior to CAPTAIN

- Service at Sea Successful performance as Commanding Officer
- Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO
  assignment, including Special Mission (SM)
- Demonstrated leadership in shore and/or joint assignments

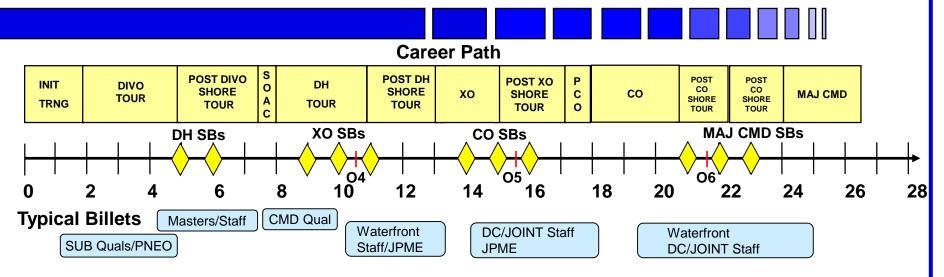
#### Special Mission (SM) assignments

- > SWOs filling CO-SM positions are leading Sailors in front-line, operational missions. Officers of this caliber are eligible for and have previously screened for Major Command.
- > SWOs screened for or serving in XO-SM tours are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.
- > SWOs screened for or serving as AROs on CVNs are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.



#### **Submarine Warfare Officer**

**Career Progression** 



#### **COMMUNITY CORE VALUES:**

- Sustained Superior Performance at Sea
- LCDR Served/Serving DH
- CDR Served/Serving XO
- CAPT Served/Serving CDR Command
- Naval Nuclear Propulsion Program
- National Security Tasking/Theater ASW
- Strategic Deterrence

#### **ADMINISTRATIVE BOARDS RATES:**

DH SCREENING (May 18): 87%

XO SCREENING (May 18): 47% \*

CO SCREENING (May 18): 71% \*

MAJ CMD (Nov 17): 58%

\*Combined XO/CO selection rates result in 33% opportunity for DHs to serve as CO



## **Submarine Warfare Officer**

### **Community Values**

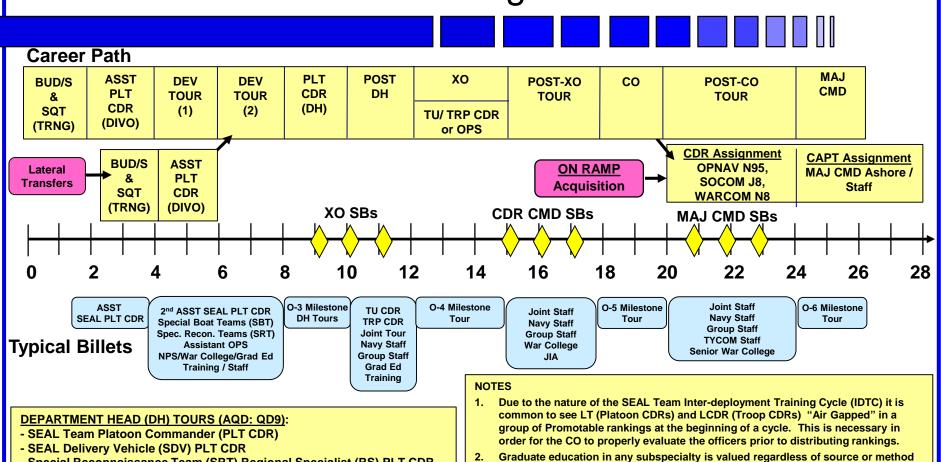
- At sea sustained superior performance is the foundation of the Submarine Community
- Valued achievements prior to LIEUTENANT COMMANDER
  - Serving as DH at sea
- Valued achievements prior to COMMANDER
  - Serving as XO at sea
  - Essential submarine operational readiness and training assignments (Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO)
  - XO ashore assignments (Pre-Commissioning Unit XO, Undersea Rescue Command XO, Strategic Systems Programs Flight Test Unit XO, Undersea Warfare Development Center Tactical Analysis Group XO)
  - CO/OIC as LCDR (e.g., NAUTILUS)
- Valued achievements prior to CAPTAIN
  - Serving as CO at sea
  - ➤ CO ashore assignments in essential operational readiness and training assignments (Naval Submarine Support Command CO, Naval Ocean Processing Facility CO, Undersea Rescue Command CO, Unmanned Underwater Vehicle Squadron CO, Naval Data Center CO)
- Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval War College, Naval Postgraduate School, Distance Learning)

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## Special Warfare (SEAL) Officer

**Career Progression** 



- Special Reconnaissance Team (SRT) Regional Specialist (RS) PLT CDR

#### EQUIVALENT DH TOURS (AQD: QD9) for prior-enlisted SEALs:

- SRT Troop Commander (TRP CDR)
- Basic Training Officer at NSW Center (Phase OIC)
- SEAL Qualification Training OIC
- NSW Development Group (NSWDG) Maritime Mobility CDR

Graduate education in any subspecialty is valued regardless of source or method of achievement.

ADMINISTRATIVE BOARD RATES (HISTORICAL 5-YEAR AVERAGE):

XO SCREENING: 82% CDR CMD: 70%

MAJ CMD: 54%

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## Special Warfare (SEAL) Officer

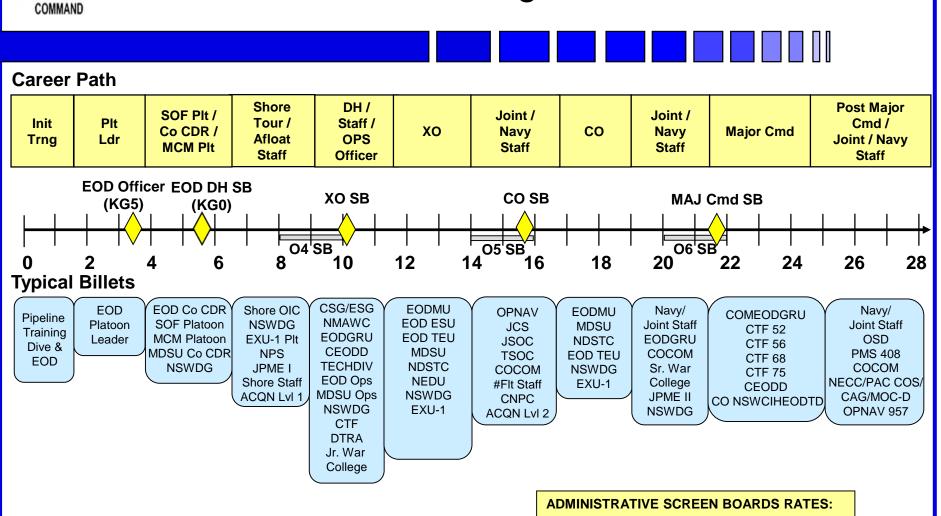
- Sustained/superior performance in tactical/operational positions, in each milestone, is the foundation of the NSW community
- Valued Achievements prior to LIEUTENANT COMMANDER
  - Screened for PLT CDR (DH)
  - Served/Serving PLT CDR (DH) or Equivalent
  - Valued: Diversity of NSW experience / Education / JPME Phase 1
- Valued Achievements prior to COMMANDER
  - Served/Serving XO, OPS, Task Unit (TU) / TRP CDR Tour
  - Valued: Joint / USN Experience (JCS, OPNAV, Fleet, USSOCOM, TSOC, JSOC)
  - ➤ Valued: Diversity of NSW experience (SEAL Team/SBT/SDV/NSWDG/SRT) / Overseas Assignments / Master's Degree / JPME Phase 1
- Valued Achievements prior to CAPTAIN
  - Successful Commander Command Tour
  - Valued: MAJCOM / Joint staff experience (Joint Qualified Officer (JQO) Designation)
  - Valued: Member of Acquisition Corps (AC) / JPME Phase 2

## **Explosive Ordnance Disposal Officer**

Millington

NAVY PERSONNEL

**Career Progression** 



DH Screening (DEC 17): 100%

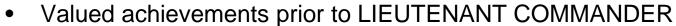
XO Screening (DEC 17): 30.8%

CO Screening (DEC 17): 36.0%

MAJ CMD Screening (NOV 17): 57.1%

## **Explosive Ordnance Disposal Officer**



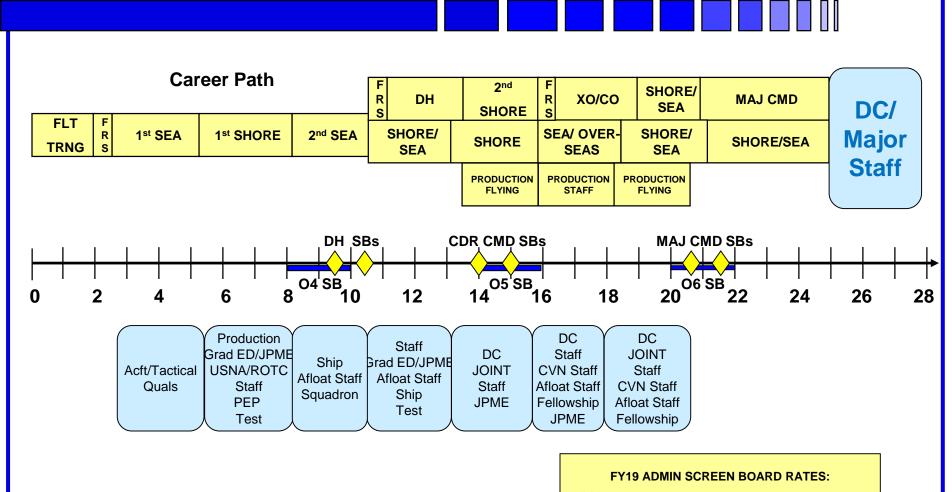


- Attained EOD Officer Warfare Qualification (KG5)
- Administratively Screened for EOD DH (KG0)
- Valued: Sustained superior performance through Shore/Afloat Staffs
- ➤ Valued: Diversity of Experience (EOD, ExMCM, SOF, NSWDG, EXU, MDSU)
- Valued achievements prior to COMMANDER
  - Superior performance as an EOD XO; Awarded EOD XO AQD (KG6)
  - Continued superior performance in Navy Staff and Joint Operational Billets
  - Valued: Completed JPME Phase I
  - Valued: Superior performance in an Acquisition (ACQN) Coded Billet
- Valued achievements prior to CAPTAIN
  - Superior performance in O5/Commander Command; Awarded EOD CO AQD (KG7)
  - Continued superior performance in Major Navy Staff and Joint Duty Assignments
  - Valued: Member of Acquisition Corps (AC)



## **Aviation Officer**

Career Progression



 DH:
 66%

 CDR CMD:
 22%

 MAJ CMD:
 23%



### **Aviation Officer**

- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
  - NA values early grad ed opportunities, but career timing must be closely managed
  - Min Service Requirement retains most aviators through first O4 board promotion opportunity
  - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
- Valued achievements prior to LIEUTENANT COMMANDER
  - > Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
  - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
  - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments (especially production and test) throughout each cohort is vital to aviation community success
  - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR
- Valued achievements prior to COMMANDER
  - Superior performance as a DH
  - Attainment of advanced warfare qualifications
  - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
  - Graduate Education post DH is valued for top tier Officers
- Valued achievements prior to CAPTAIN
  - > Superior performance as a Commanding Officer—OP, then OP-T followed by SM
  - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
  - SM COs are providing critical leadership vital to operational missions
  - > Proven leadership in post command, Aviation specific community (sea duty), and/or Joint assignments
  - Graduate Education post Command is highly valued prior to CAPTAIN



## **Human Resources Officer**

Career Progression

#### **Notional Career Path**

DIVO (FLEET OR HR)

DH (FLEET OR HR) STAFF TOUR LCDR LEADERSHIP / MILESTONE / STAFF TOURS CDR LEADERSHIP / MILESTONE / STAFF TOURS

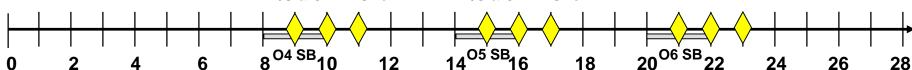
CAPT LEADERSHIP / MILESTONE / STAFF TOURS

**Lateral Transfer & POCR Gains** 



#### M/S & CMD ASBs

#### M/S & CMD ASBs



**Typical Billets/Quals** 

DIVO/DH/OIC/Staff Tour In-Resident Graduate Education Service College (JPME I) HR Certification HR Introductory Course LCDR Milestone
DH/OIC/XO/CO
TYCOM/Fleet/
HQ Staff/CVN TO
In-Residence Grad Ed
Service College (JPME I)
Joint Tour/Experience
HR Certification

CDR Milestone
CO/XO/Fleet N1/TYCOM/
HQ/Major Staff
Joint Tour/Experience
Service College (JPME II)
HR Recertification
HR Advanced Course

CAPT Milestone
Major Command/
CO/Deputy/COS/OSD/
SECNAV/COCOM
Joint Tour/Experience
HR Recertification

#### **Develop Subspecialty Experience**

**Develop Core Competency: Development, Management, Recruiting, Requirements** 

ADMINISTRATIVE BOARDS - ONLY MILESTONE SCREENED OFFICERS CMD BOARD REFERRED (2013-2017):

LCDR MILESTONE: 37%

CDR MILESTONE: 59%

CAPT MILESTONE: 27%

LCDR COMMAND: 54%

CDR COMMAND: 75%

CAPT COMMAND: 48%



## **Human Resources Officer**

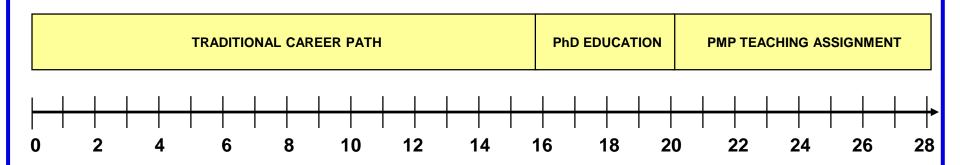
- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
  - Sustained superior performance in all assigned duties, especially LCDR HR Milestone
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
  - ➤ HR subspecialty experience: 311X, 3130, 3150, 321X
  - Command eligible (AQD: 2D1)
  - Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - > JPME I
- Valued achievements prior to CAPTAIN
  - > Sustained superior performance in all assigned duties, especially CDR HR Milestone
  - Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
  - HR proven subspecialist: 311X, 3130, 3150, 321X
  - Command eligible (AQD: 2D1)
  - > Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
  - > JQO Progression: JPME I, JPME II and Joint Tour



## **Permanent Military Professor**

**Career Progression** 





Naval Postgraduate School (3 years)

Civilian Institution (4 years)

Naval Academy War College Naval Postgraduate School

**ADMINISTRATIVE BOARDS:** 

XO/OIC: CDR CMD: MAJ CMD: N/A N/A N/A

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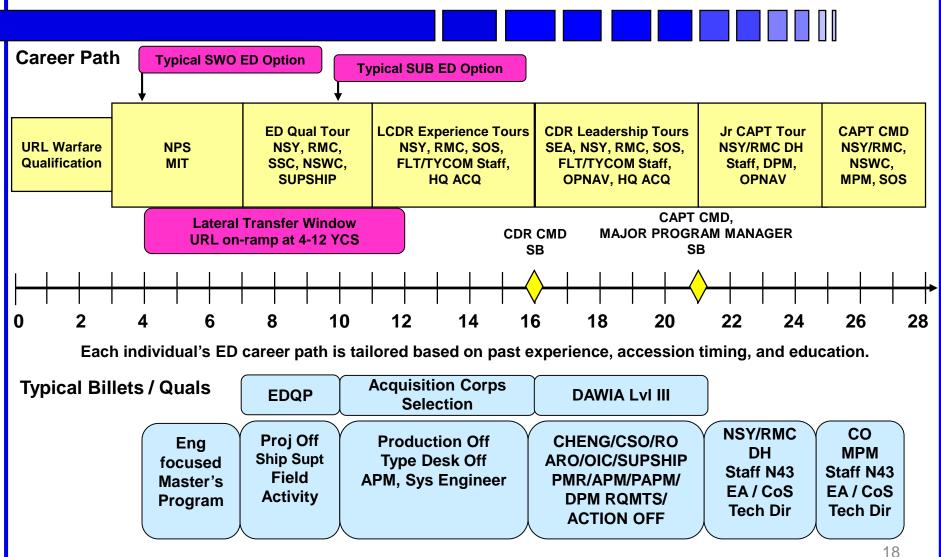
## **Permanent Military Professor**

- As members of the academic professoriate, PMPs:
  - ➤ Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
  - > Demonstrate sustained superior performance in teaching, research, leadership, service
- Valued achievements prior to CAPTAIN
  - Demonstrated mastery in teaching as a doctoral-level practitioner
    - Expertise in teaching and development of both introductory and advanced courses
    - Active mentorship of students outside the classroom
  - Established record of research/scholarly activity on a specialized topic at the PhD level
    - Recognized expert in one's discipline, with peer-reviewed publication as the "gold standard" for recognition of academic expertise
    - Build and maintain collaborative relationships with external research entities
  - ➤ Leadership having command-wide and/or USN, DoD impact
    - Includes management of and collaboration with other faculty and staff
  - ➤ Other significant contribution in service at both departmental and institutional level
    - Often manifested by active participation in major standing or ad hoc committees



## **Engineering Duty Officer**

Career Progression





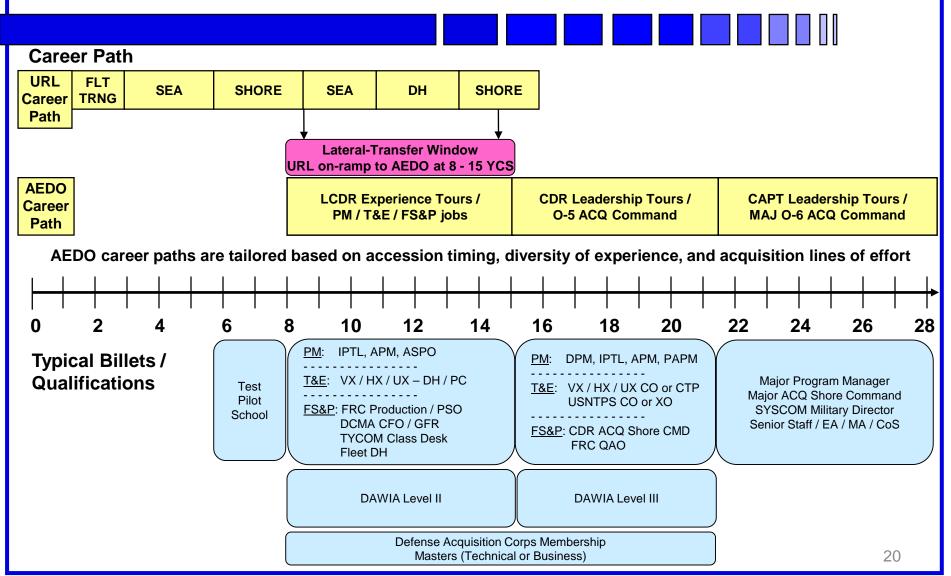
## **Engineering Duty Officer**

- Valued achievements prior to LIEUTENANT COMMANDER
  - Warfare qualification
  - > Proven performance at sea
  - > 1440 or 1460
- Valued achievements prior to COMMANDER
  - ➤ 1440 (technical Masters degree and ED qualification tour completed)
  - > 1460 with proven performance during ED qualification tour
  - Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
  - > Superior performance in core competency area assignments
- Valued achievements prior to CAPTAIN
  - ➤ 1440 (technical Masters degree and ED qualification tour completed)
  - Acquisition Corps member (APM AQD)
  - ➤ Level III DAWIA certification in primary career field, w/conferred AQD (e.g., Program Management (AA3), Engineering (AS3), Production Quality Management (AG3))
  - > Superior performance in core competency area assignments



## Aerospace Engineering Duty Officer

Career Progression





## **Aerospace Engineering Duty Officer**

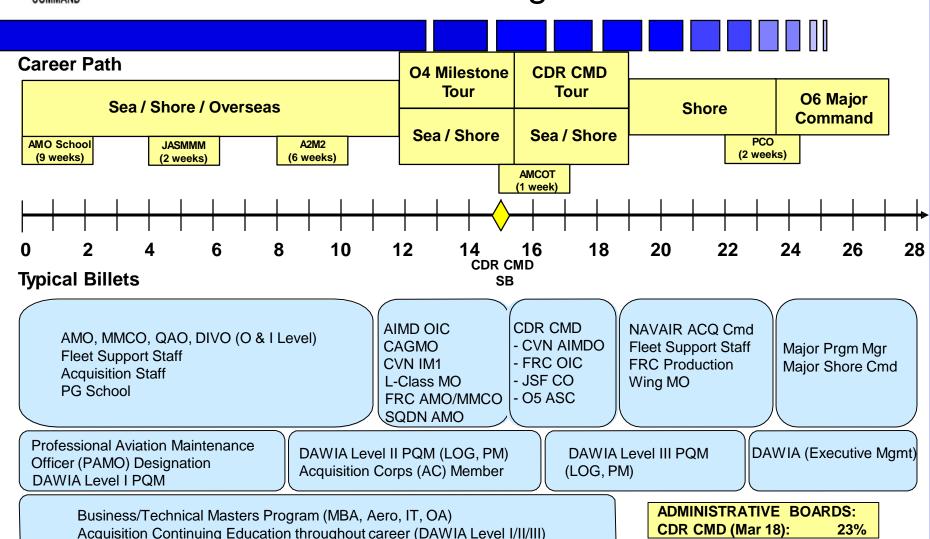


- AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation Warfare (13XX) Officers who support three major acquisition lines of effort:
  - > PM: Program Management (SYSCOMs NAVAIR, SPAWAR)
  - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
  - > FS&P: Fleet Support and Production (DCMA, FRC, TYCOM)
- Valued achievements prior to LIEUTENANT COMMANDER
  - Proven operational performance
  - Aviation warfare training, qualifications, and designation commensurate with community
- Valued achievements prior to COMMANDER
  - Superior performance in Fleet or AEDO LCDR Tours
  - Master's Degree Complete (Technical or Business preferred) Desired
  - DAWIA Level II Certification Desired
- Valued achievements prior to CAPTAIN
  - Superior performance in AEDO CDR leadership tours and/or competitive performance as VX/HX/UX - CO or CTP, USNTPS CO or XO, O-5 DCMA or FRC Acquisition Shore Command (limited opportunities)
  - Master's Degree Complete (Technical or Business preferred)
  - > DAWIA Level III Certification in one area (additional acquisition certifications desired)
  - ACQ FULL QUAL (APM) AQD Defense Acquisition Corps Membership

## NAVY PERSONNEL COMMAND

# Aerospace Maintenance Duty Officer

**Career Progression** 



# Millington NAVY PERSONNEL

## Aerospace Maintenance Duty Officer

### **Community Values**

#### Valued achievements prior to LIEUTENANT COMMANDER

- ➤ O and I Level Maintenance junior officer tours
- > Proven "at sea" performance
- Professional Aviation Maintenance Officer (PAMO) desired
- > ACQ PQM LV1

#### Valued achievements prior to COMMANDER

- Proven performance in O4 Milestone Tour CAGMO, CVN IM1, AIMD OIC, L-Class MO, FRC AMO/MMCO, Squadron AMO
- > PAMO PQS Professional Aviation Maintenance Officer qualified
- ➤ ACQ PQM LV2 (additional acquisition certifications desired)
- > ACQ FULL QUAL Defense Acquisition Corps membership
- > Master's degree desired

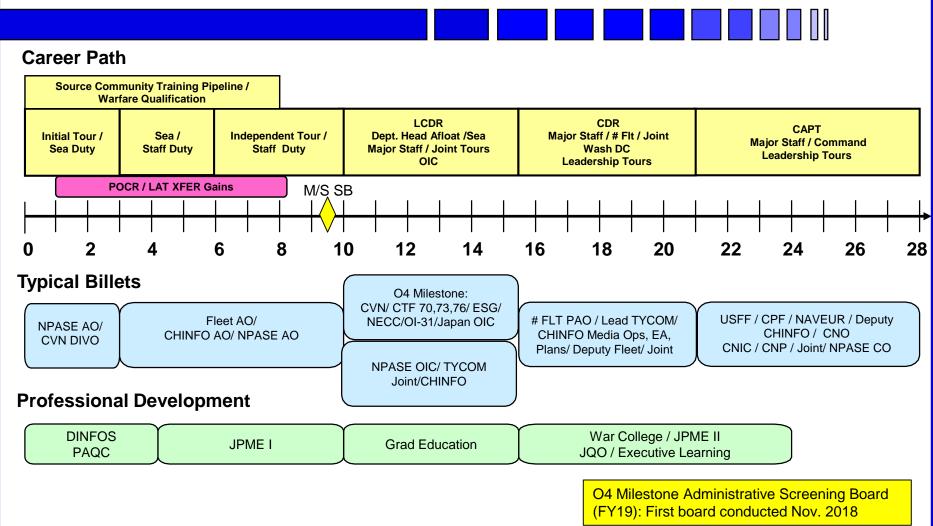
#### Valued achievements prior to CAPTAIN

- Successful performance in Commander Command/O5 Acquisition Shore Command (ASC) CO
- AQD: CE(X) Corporate tour
- Master's degree complete
- ➤ ACQ PQM LV3 (additional acquisition certifications desired)



### **Public Affairs Officer**

Career Progression





## **Public Affairs Officer**

#### Community Values

Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash DC HQ billets, and community leadership support.

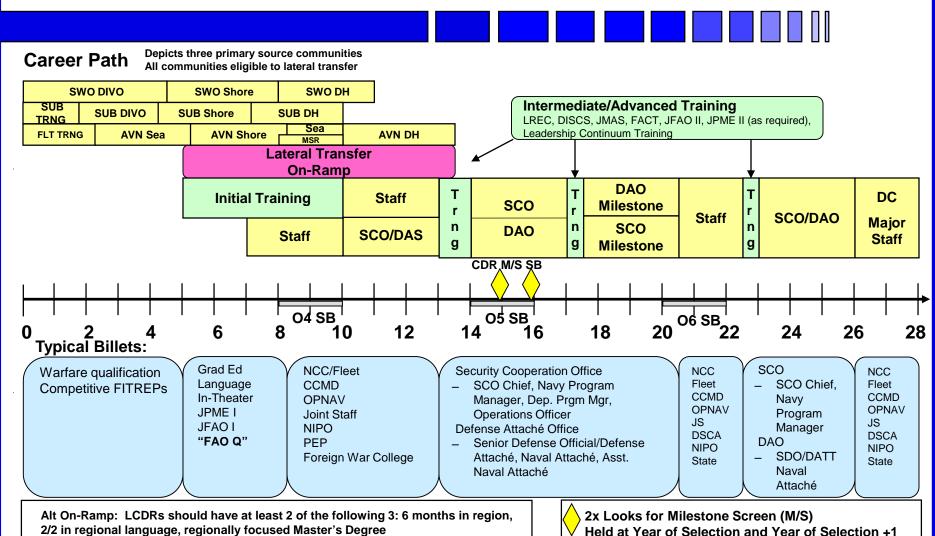
- Valued achievements prior to LIEUTENANT COMMANDER
  - Successful initial/accession tactical-level tour
  - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives
  - > JPME I highly desired
- Valued achievements prior to COMMANDER
  - Superior performance in O4 milestone tour, awarded 7M1 AQD
  - Completion of graduate education
  - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development, and communication advisory role for leaders and staff via operational or staff tour.
  - JPME I
- Valued achievements prior to CAPTAIN
  - Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level special advisor roles
    - ➤ Fleet Ops: Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy
    - Major Staff: CHINFO (OI-3, OI-5, EA), OCM, OLA, Office of Military Commissions
    - > Joint Tour (COCOM, OSD, JCS)
    - ➤ War College/JPME II



LCDRs with 3 or more years TIG should have all 3.

## Foreign Area Officer

**Career Progression** 



O5 ~ 70-80% (\*% adjusted to meet requirements)



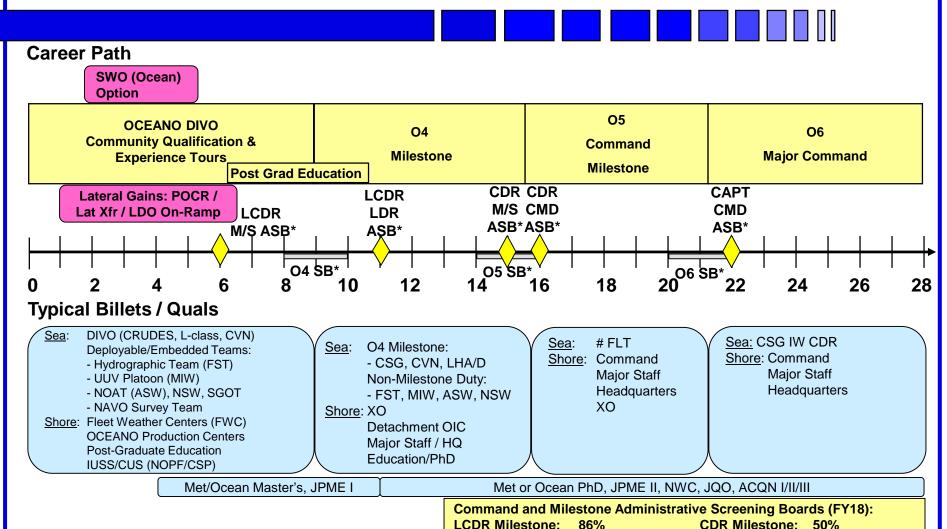
## Foreign Area Officer

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained superior performance and progress toward attainment of source community qualifications
  - Demonstration of increasing levels of responsibility and sound judgment
- Valued achievements prior to COMMANDER
  - Sustained superior performance in increasing levels of responsibility as a LCDR in a FAO Staff, Defense Attaché or Security Assistance / Cooperation tour
  - Completion of FAO qualification standards (FAO Qual [Region] AQD)
  - Regional experience involving direct international engagement of foreign partners
  - > JPME Phase I
- Valued achievements prior to CAPTAIN
  - ➤ O5 Milestone screened, and superior performance in O5 Milestone tour
  - Significant experience leading, planning, and executing international engagement activities
  - Security Assistance Office (SAO) or Defense Attaché Office (DAO) experience
  - Major staff or community leadership tours
  - JQO, or progress toward



## **Oceanography Officer**

**Career Progression** 



LCDR Leadership: 60%

CDR Command: 36%

MAJ Command: 43%

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\*ASB: Administrative Screening Board

\*SB: Statutory Board



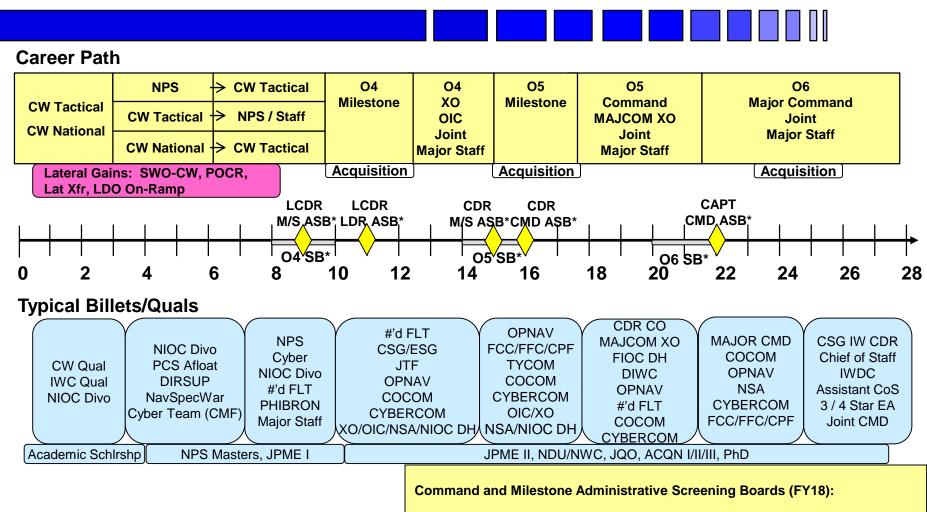
## **Oceanography Officer**

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - ➤ Information Warfare Officer Qualification
  - Strong operational tour(s)
- Valued achievements prior to COMMANDER
  - Superior performance in O4 milestone at-sea tour
  - Physics-based oceanography and meteorology Master's degree
  - Demonstrated leadership tour: XO, OIC
  - Major Staff, Joint, TYCOM, Tours with Industry
  - > JPME I
- Valued achievements prior to CAPTAIN
  - ➤ O5 Command (~35% command opportunity)
  - Superior performance in O5 milestone tour
  - > Superior performance in positions of leadership and influence
  - Programmatic/policy experience: OPNAV / BUPERS / PERSCOM
  - > Operational HQ / TYCOM experience: CNMOC / NAVIFOR
  - > Joint Qualified Officer progression



## **Cryptologic Warfare Officer**

**Career Progression** 



LCDR Milestone: 88%

LCDR Leadership: 32%

MAJ Command:

23%

30

CDR Milestone: 78%

CDR Command: 15%

\*ASB: Administrative Screening Board

\*SB: Statutory Board



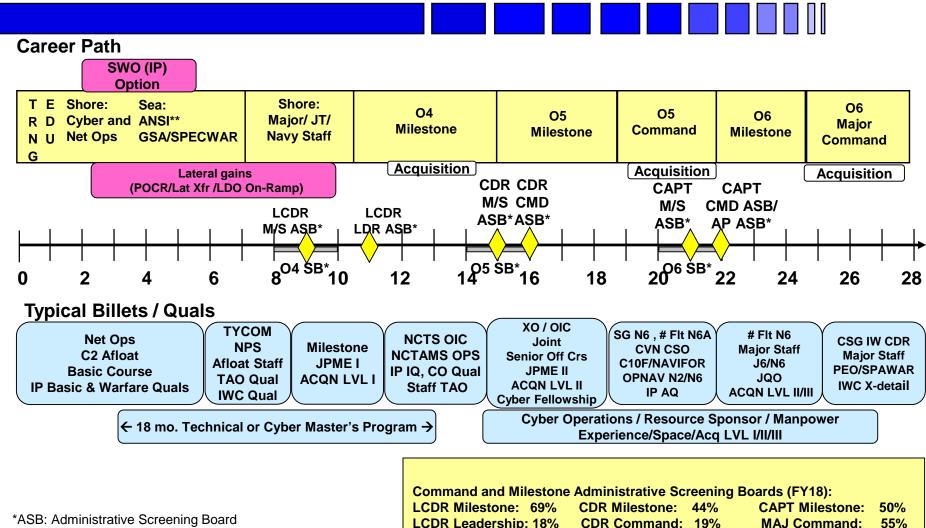
## **Cryptologic Warfare Officer**

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - ➤ Information Warfare Officer Qualification
  - Demonstrated proficiency in SIGINT, Cyber, and/or EW
  - > Superior performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  - ➤ Superior performance in National or Joint tours (NSA/NIOC, Cyber Mission Force/NCU)
  - Intern/Academic programs (Tours With Industry, CNODP, JOCCP, Scholarships)
- Valued achievements prior to COMMANDER
  - Superior performance in O4 Milestone tour
  - Leadership tours (XO, OIC)
  - Major Staff or Acquisition tour
  - Master's Degree, STEM desired
- Valued achievements prior to CAPTAIN
  - O5 Command (~15% command opportunity)
  - MAJCOM XO
  - Screened or completed O5 Milestone tour
  - Superior performance in Major Staff, TYCOM, or Joint tour
  - Joint Qualified Officer progression



## Information Professional Officer

Career Progression



\*ASB: Administrative Screening Board

\*SB: Statutory Board

\*\* ANSI: Afloat Network Security Initiative



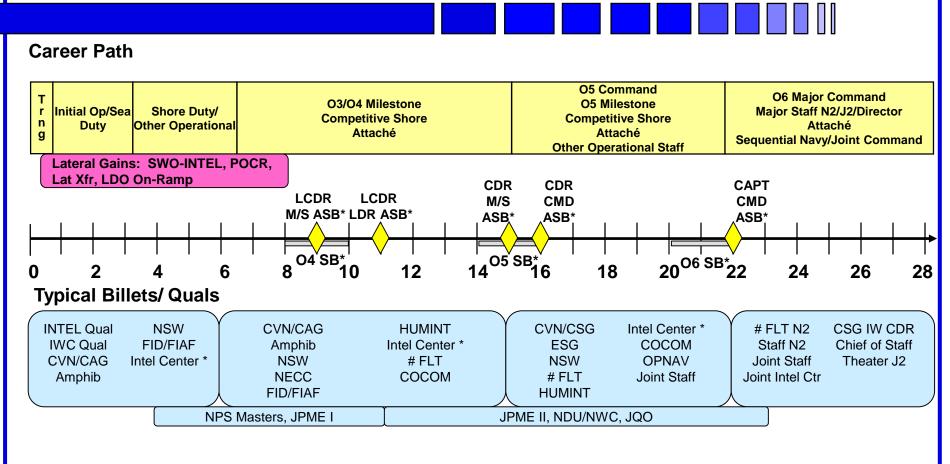
## **Information Professional Officer**

- Valued achievements prior to LIEUTENANT COMMANDER
  - > Superior performance in C4I operational or ashore tour
  - ➤ IP Basic and Information Warfare Officer Qualification
  - Progress towards a technical Master's degree
- Valued achievements prior to COMMANDER
  - ➤ Leadership tour (OIC or XO, ~20% opportunity)
  - Superior performance in O4 Milestone
  - > IP Intermediate Qualification
  - Technical Master's degree
  - JPME Phase I
  - Major Staff Tour CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
  - Operational Planner Experience
  - Acquisition Experience
  - > Space Cadre
- Valued achievements prior to CAPTAIN
  - O5 Command (~10% command opportunity)
  - Superior performance in O5 Milestone
  - IP Advanced Qualification
  - Major Staff Tour CCMD (or other Joint tour) / OPNAV / TYCOM / SPAWAR
  - Joint Qualified Officer progression
  - > Acquisition Experience
  - > Space Cadre



## **Intelligence Officer**

**Career Progression** 



\* Intel Center = CNO/IP, NCIS, ONI

CIA, DIA, NGA, NSA CCMD JIOC, JIATF

\*ASB: Administrative Screening Board / \*SB: Statutory Board

Command and Milestone Administrative Boards (FY18):

LCDR Milestone: 85% LCDR Leadership: 35% CDR Milestone: 60% CDR Command: 9% MAJ Command: 26%

34



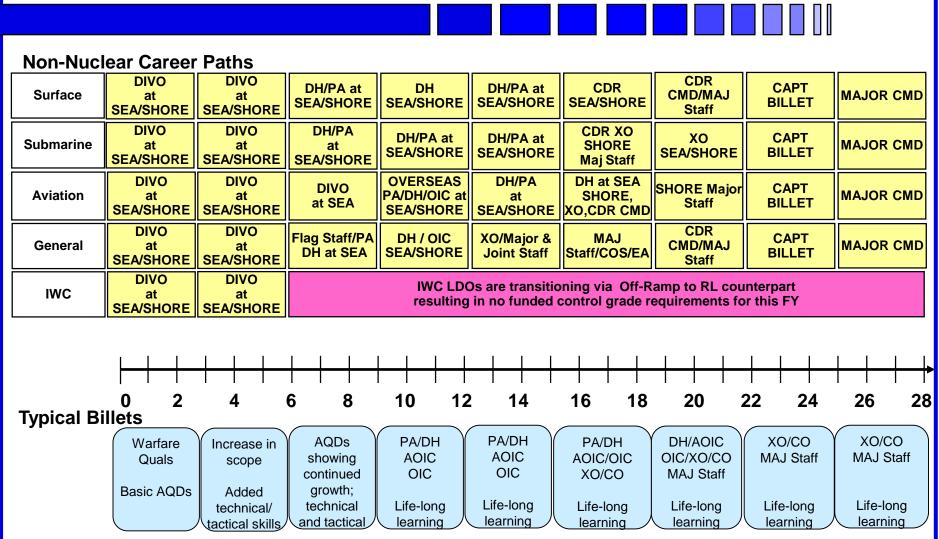
## **Intelligence Officer**

- Sustained superior performance in leadership and operational billets
- Valued achievements prior to LIEUTENANT COMMANDER
  - Superior performance in initial operational tours
  - Information Warfare Officer Qualification
  - Competitive intelligence center tour (Navy or Joint)
  - > Demonstrated proficiency in OPINTEL
- Valued achievements prior to COMMANDER
  - ➤ Superior performance in mid-career operational milestone tour
  - ➤ Leadership tour (XO/OIC, < 5% opportunity)
  - Successful completion of Command Qualification Program
  - Competitive intelligence center/staff tour (Navy or Joint) as O3 or O4
  - Demonstrated proficiency in all-source analysis, collections, and/or targeting
  - Master's degree, JPME I
- Valued achievements prior to CAPTAIN
  - Superior performance in O5 Milestone tour
  - ➤ O5 Command (<10% command opportunity)
  - Superior performance in position of leadership
  - ➤ Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
  - ➤ Joint Qualified Officer progression



## **Limited Duty Officer (Line)**

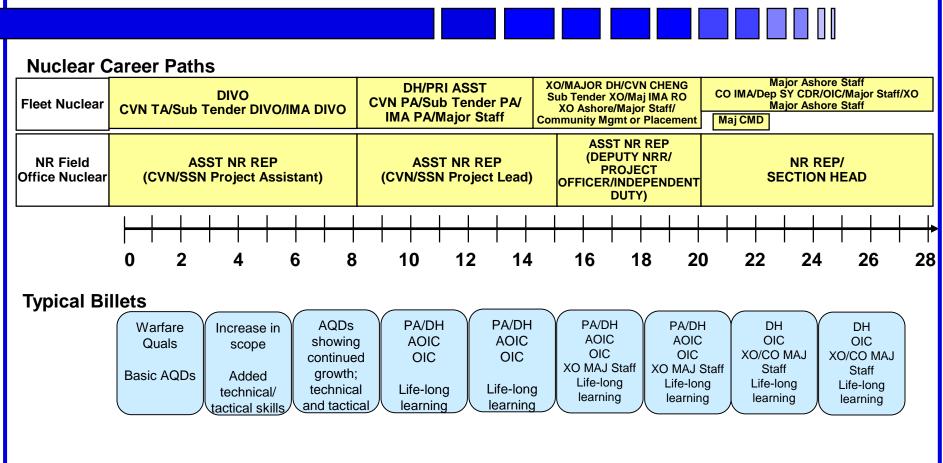
Career Progression (1 of 2)





# **Limited Duty Officer (Line)**

Career Progression (2 of 2)





# **Limited Duty Officer (Line)**

- Sustained superior performance
  - Documented in FITREP
- Meaningful assignments
  - > COMMAND, if opportunity afforded
  - Manpower, Personnel, Training and Education (MPT&E) tours, if opportunity presents itself
- Active mentors
  - ➤ Documented mentors of junior personnel based on the demographics of particular job (officers, enlisted, etc.)
- Complexity and scope of responsibility
  - Upward progression in scope of management and leadership
  - ➤ Diversity of experience and increased technical knowledge, or increased specific and demonstrated technical expertise
  - Continues higher education and/or life-long learning
  - ➤ World-wide assignable



# FY-20 Active-Duty Staff Corps Community Brief Disclaimer

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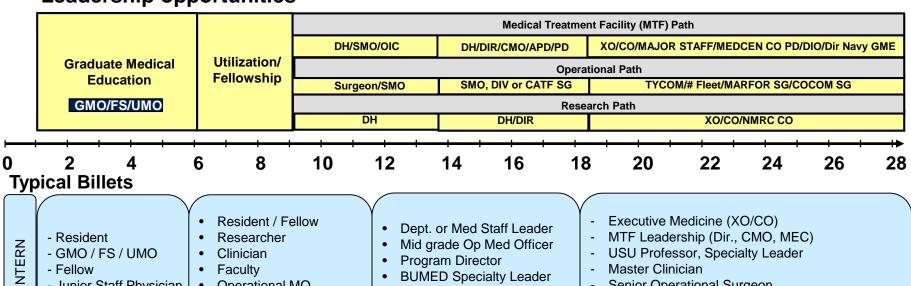


### **Medical Corps**

**Career Progression** 

- Three career paths that can intertwine during the course of a career: MTF Based (Academic & Clinical), Operational, and Research
- MTFs provide skills sustainment, teaching and leadership opportunities
- Clinical sustainment and licensure required throughout career

#### Leadership opportunities



CMO - Chief Medical Officer

- Fellow

MEC - Medical Executive Committee

- Junior Staff Physician

CATF - Combined Amphibious Task Force

GME - Graduate Medical Education

- Clinician
- Faculty
  - Operational MO

PD - Program Director (GME)

Action Officer (HQ)

APD - Associate Program Director (GME)

DIO – Designated Institutional Official (GME)

**Program Director** 

- **BUMED Specialty Leader**
- USU Professor, Specialty Leader
- Master Clinician
- Senior Operational Surgeon
- Major Staff (PERS/DHA/BUMED/IG)

GMO – General Medical Officer

FS - Flight Surgeon

UMO - Undersea Medical Officer



# **Medical Corps**

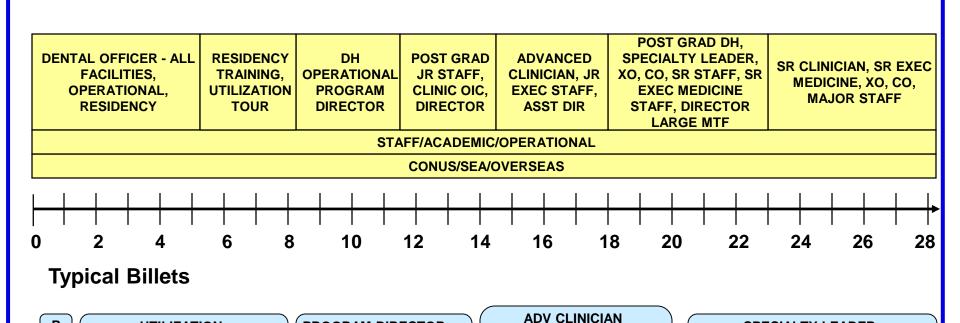
- Commitment to Excellence lifelong learner, educator
  - Maintain current clinical competence in their specialty (a function of being a ready medical force)
  - > Operational surgeons provide subject matter expertise for senior line leaders
  - Clinical leaders provide unique specialty expertise
  - Faculty for graduate medical education programs (essential for force generation)
- Leadership
  - ➤ All levels are expected to serve as mentors to junior personnel
  - Professional growth expected increased responsibility, scope and complexity of jobs.
- Career diversity
  - ➤ Medical Officers should have a balance of skills sustainment (i.e. MTF) and operational assignments. OCONUS MTFs may not allow full scope of practice.
  - ➤ Diversity in assignments valued, and cognizant to subspecialist who may have less choice in assignments
  - > Joint experience, education outside GME (JPME, MHA, MPH, MBA) valued



### **Dental Corps**

**Career Progression** 

#### **Career Path**



JR/SR EXEC STAFF

**PGRAD SR STAFF** 

ASST DIRECTORATE DIRECTORATE

PROGRAM DIRECTOR

**PGRAD JR STAFF** 

**BRANCH DIRECTOR** 

PGY1 – Post-Graduate Year -1

G

Υ

UTILIZATION

RESIDENT

SPECIALTY LEADER

**SR EXECUTIVE MEDICINE** 

**SENIOR CLINICIAN** 



# Dental Corps

- Clinical performance
  - Officers successfully demonstrated excellence in their clinical specialty
- Specialty career path
  - ➤ Officers serving in senior clinical leadership positions provide seasoned subject area expertise
  - > Serve as educators for postgraduate training programs
- Leadership
  - ➤ All levels are expected to serve as mentors to junior personnel
  - Selected individuals participate in leadership of Navy Medicine
- Career diversity
  - ➤ Officers should have a balance of operational and MTF assignments



# **Medical Service Corps**

Career Progression

Three distinct specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

<ul> <li>Specialty Proficiency Maturation</li> <li>Officer Development</li> <li>Leadership Training and Experience</li> <li>Develop and Mentor Subordinates</li> <li>Develop and Mentor Subordinates</li> <li>Expanded Leadership Scope</li> <li>Demonstrated Specialty         <ul> <li>Demonstrated Specialty</li> <li>Demonstrated Professional Advancement</li> </ul> </li> <li>Develop and Mentor Subordinates</li> </ul>	Junior Officer (O1-O3)	Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)
	<ul><li>Officer Development</li><li>Leadership Training and Experience</li></ul>	Proficiency Advanced Leadership and Professional Growth Develop and Mentor	Demonstrated Professional Advancement

16

18

#### **Typical Assignments**

Large CONUS MTF Initial Fleet/USMC General Staff Officer Staff Clinician DIVO/Asst DH Entry Research Fellowship/DUINS Mid-Size MTF/Clinic OCONUS MTF Fleet/USMC Staff Officer Department Head (Small) Fellowship/DUINS Research Command 10

Milestone
Mid-Size MTF
OCONUS MTF
Operational Staff
Headquarters Staff
Department Head (Large)
Associate Director
Research Command
Asst Specialty Leader

12

Milestone/XO Senior MTF Leadership OCONUS MTF COCOM/TYCOM Staff HQ (OPNAV/BUMED/PERS/OSD) Detailer, Community Manager Specialty Leader Research Program Leader

20

22

24

CO/XO/Director Chief of Staff DHA Operational Staff HQ Senior Staff Program Manager

26

28



# **Medical Service Corps**

### **Community Values**

#### Lead with Integrity

- > Demonstrated impactful and ethical leadership, cross-organizational teamwork and program process improvement
- > Established track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
- Successfully held positions that espouse the ability to demonstrate unique subject matter expertise

#### Commitment to Excellence

- Sustained outstanding performance in sub-specialty; "be the best version of yourself"
- > Pursuit of life-long learning and ongoing specialty-specific & professional education
- > Focused contributions as administrator, clinician or scientist that translates to quantifiable impact on the Navy's primary mission of operational readiness

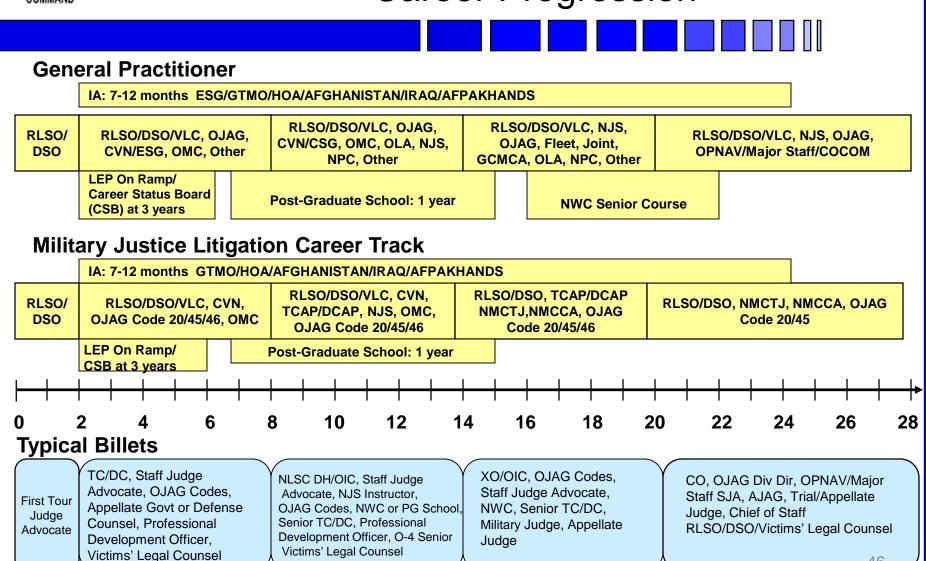
#### Honor Our Heritage

- Serve as educator/mentor within area of professional specialization
- Develop future leaders of competence and character; enrich community culture by incorporating customs and traditions of our Navy and our Corps.
- Exhibit career diversity through the ability to excel across a variety of assignments



# Judge Advocate General's Corps

Career Progression





# Judge Advocate General's Corps

### **Community Values**



- > Demonstrated competence as a judge advocate commensurate with rank and experience
- Demonstrated strength of character in performance; behavior consistent with Navy core values and attributes

#### Valued achievements prior to LIEUTENANT COMMANDER

- > Some geographic diversity; willingness to serve at sea, overseas, or outside fleet concentration areas
- Participation in newest JAG Community efforts: Victims' Legal Counsel Program and Professional Development Officer (PDO)

#### Valued achievements prior to COMMANDER

- ➤ While judge advocates are exempt from the statutory requirement, JPME I completion is strongly encouraged
- ➤ Leadership or management experience; examples include NLSC Dep't Head, PDO, OIC, or similar position, or experience in personnel / community management
- Cyber or intelligence operations experience during operational or staff assignments

#### Valued achievements prior to CAPTAIN

- > Demonstrated expertise in leadership, teamwork, and mentorship of military and civilian personnel
- > For non-MJLCT officers, diversity of experience supporting DON and DoD missions
- > For MJLCT officers, technical proficiency and experience in senior criminal litigation positions
- Demonstrated involvement within the JAG Community, including but not limited to innovation, leadership or other engagements positively influencing the JAG Corps
  47



# **Nurse Corps**

### **Career Progression**

Career paths may include: Clinical, Operational, Education, Research and/or Administrative

#### **Professional Development**

#### **Operational Readiness/Jointness**

#### Transformational Leadership

#### Typical Roles

O1-O2 Trusted Leader		3-O4 nal Leader	O5-O6 Inspirational Leader	
Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	Previous Roles + Advanced Practice Nurse (CNS/LIP) Clinic Manager DIVO/Assistant DH/DH Instructor Recruiter	Previous Roles + Staff Officer Nurse Researcher Specialty Leader Executive Assistant Detailer Faculty Member	Previous Roles + Officer in Charge Assistant Director Director TYCOM Force Nurse OPNAV/BUPERS BUMED Previous Roles + Director XO/CO Post-Command Assistant Deputy Chief Deputy Chief Chief of Staff Fleet Surgeon/Force Surge	eon
				$\vdash$
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**Typical Assignments** 

CONUS/OCONUS MTF Joint/Integrated Command (Inpatient/ Outpatient) Individual Augmentee Operational Deployment Humanitarian Mission

Selection Board Recorder

#### **Previous Assignments +**

Ed & Training Command
DUINS
Regional Recruiting
Command
Operational Assignment

#### **Previous Assignments +**

War College/Command and Staff College Navy Recruiting Command Personnel Command Military School Houses USUHS

#### Previous Assignments +

Regional Command
Senior War College
Defense Health Agency
TYCOM, Navy Warfare CMD,
USNORTHCOMJTF
Command HQ or Pentagon
OPNAV/BUPERS
BUMED

#### Previous Assignments +

OPNAV N0931 Deputy; T-AH CO, XO, SNE



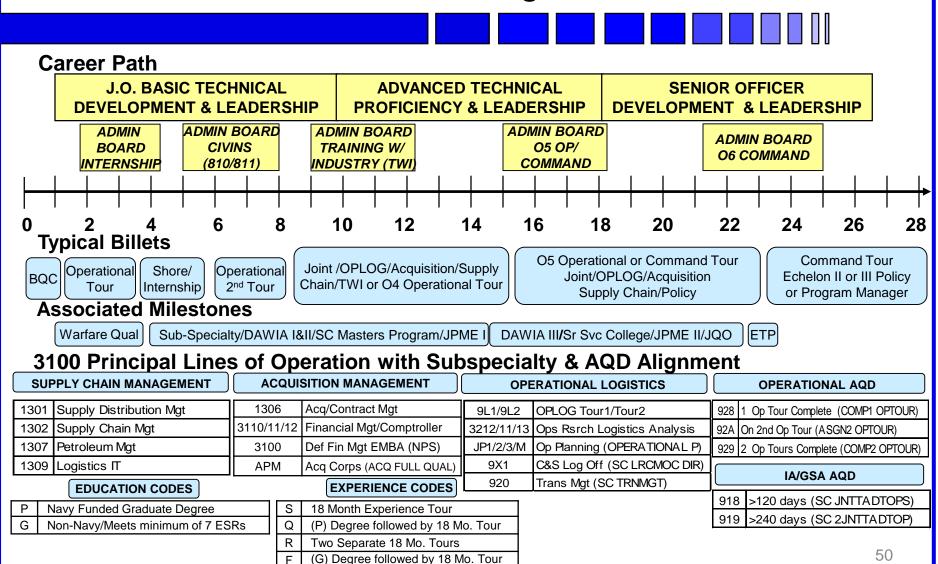
# **Nurse Corps**

- Valued achievements prior to LIEUTENANT COMMANDER
  - Sustained Superior Performance
  - Assignments
    - Assume roles of increased responsibility in 3 domains of Professional Practice Model (PPM) (Professional Development, Operational Readiness, Transformational Leadership)
    - Diversity in duty station location, scope, complexity, and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia, deployment/operational experience)
    - Clinical Expert attained certification/recognized SME, maintains and grows operational skill sets at all times. Applies Evidence-Based Practice Principles in clinical and managerial environments.
- Valued achievements prior to COMMANDER
  - Sustained Superior Performance
  - Assignments
    - Assume roles of increased responsibility in 3 domains of PPM commensurate with rank, active leader in clinical community of practice and measureable command contributions in and out of specialty/work area. Maintains operational skill sets at all times.
    - Diversity in duty station location, scope, complexity, and mission (as above)
    - Advanced degree attained or enrolled and actively pursuing, maintains certifications and clinical competency.
       Uses, applies, and encourages juniors to utilize Evidenced-Based Practice Principles in clinical and managerial environments.
    - Active mentor, develops others, promotes recruitment and retention of qualified officers.
- Valued achievements prior to CAPTAIN
  - Sustained Superior Performance
  - Assignments
    - · Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
    - Diversity in duty station location, scope, complexity, and mission
    - Achieved advanced degree, and maintains clinical competency
    - Models PPM principles (Professional development, Operational Readiness, Transformational Leadership) 49



### **Supply Corps**

**Career Progression** 





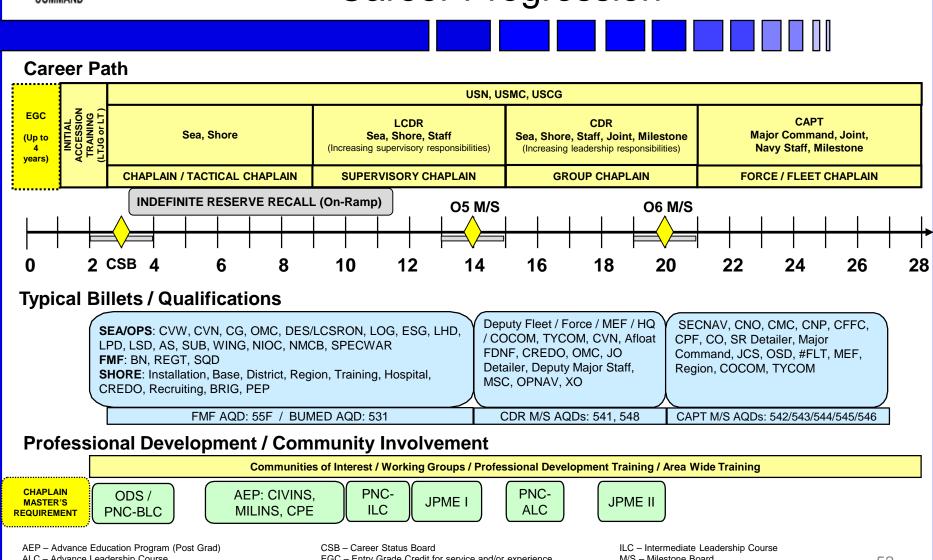
# **Supply Corps**

- Valued achievements prior to LIEUTENANT COMMANDER
  - > Warfare qualification
  - ➤ Afloat or Expeditionary DH tour (strongly encouraged)
  - > Two operational tours (at sea, expeditionary, or both)
- Valued achievements prior to COMMANDER
  - ➤ Master's degree associated with Supply Corps lines of operation (strongly encouraged)
  - > Proven performer in at least one line of operation (sub-specialty strongly encouraged)
  - ➤ Tough visible tours that balance skillset development and operational experience, e.g., HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics Center, and the Joint or DLA equivalents, and Large Afloat
- Valued achievements prior to CAPTAIN
  - ➤ Proven ability to lead and direct people (military and civilians) and organizations in tough, highly visible and challenging environments
  - ➤ Expertise in one (i.e., fully developed sub-specialty) & experience in another line of operation/competency (strongly encouraged)
  - > O5 Operational or Command Ashore tour, e.g., DCMA, DLA, PMO (encouraged)
  - > Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)



### **Chaplain Corps Officer**

**Career Progression** 



ALC - Advance Leadership Course

BLC - Basic Leadership Course

EGC - Entry Grade Credit for service and/or experience FMF - Fleet Marine Force

M/S - Milestone Board PNC - Professional Naval Chaplaincy



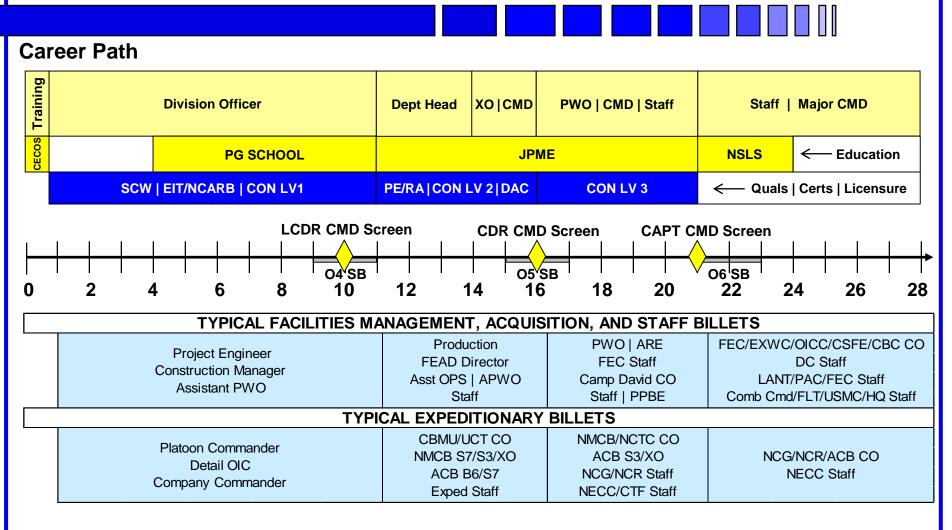
# **Chaplain Corps Officer**

- Demonstrated strength of professional performance; character and conduct consistent with Navy core values and attributes.
- Valued achievements prior to LIEUTENANT COMMANDER
  - Diversity in duty station location, scope and mission; successful service at sea, operational, overseas, or isolated duty with increased responsibilities
  - ➤ At least one successful operational tour (at sea, expeditionary, or both)
  - Personal Professional Development is valued
- Valued achievements prior to COMMANDER
  - Strong sea/operational performance; assume roles of increased responsibility, having served at least (2) operational tours (at sea and expeditionary) commensurate with rank (O2 O4)
  - Challenging tours as O4 that develop staff skills (HQ/OPNAV, Major Staff, NETC, MED, CNIC)
  - Service Sponsored Professional Development is valued (JPME I, AEP, PNC-ILC)
- Valued achievements prior to CAPTAIN
  - Superior performance in O5 Milestone and assigned AQD (541 or 548)
  - Proven ability to plan, lead, and direct people and organizations in tough, and challenging environments
  - ➤ Demonstrated involvement within the CHC Community, including but not limited to mentoring, leadership or other engagements positively influencing the CHC Corps. (COIs, Working Groups, PDTWs, Area Wide Training)
  - Professional Development is valued (JPME II, BUMED AQD, PNC-ALC)



# **Civil Engineer Corps**

**Career Progression** 



Multiple career paths – Individual progression tailored to past experience, timing, education, and qualification  $_{54}$ 



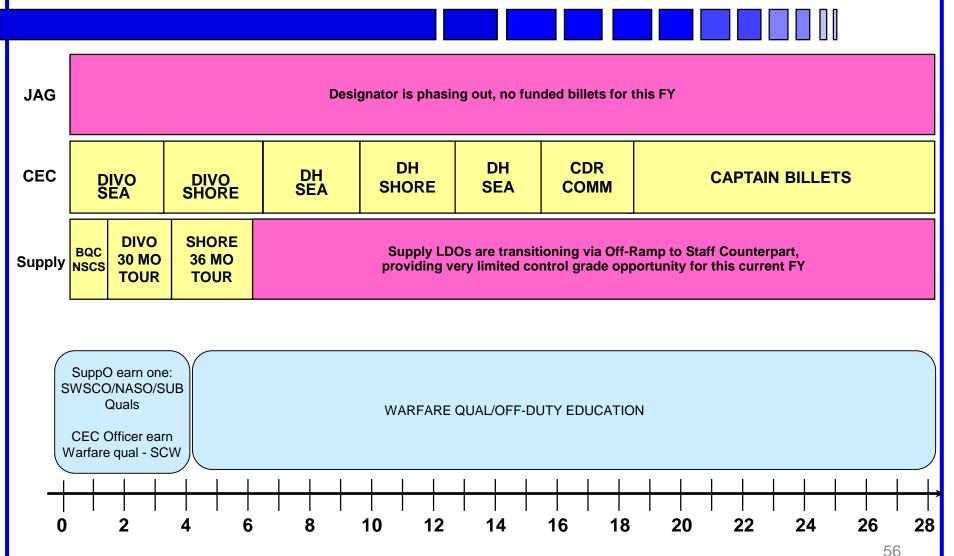
# **Civil Engineer Corps**

- Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience
- Successful Command of Seabees, Facilities Engineering Command, or shore commands are pinnacle tours
- Valued achievements prior to LIEUTENANT COMMANDER
  - Seabee Combat Warfare or other Warfare qualification
  - Experience in all primary CEC assignments (i.e., facilities management, acquisition, and expeditionary)
  - Professional certification commensurate with rank
    - Acquisition Level I
    - EIT or NCARB record
- Valued achievements prior to COMMANDER
  - > Experience of increased responsibility and complexity in primary CEC responsibility assignments
  - Superior performance in Facility/Expeditionary/Staff tours
  - Professional certification commensurate with rank
    - Registered as Professional Engineer / Registered Architect
    - Continuing education to include post-graduate / master's degree relevant to CEC career path
    - Acquisition Level II and Acquisition Corps Membership
    - JPME and other technical certifications (LEED, CEM, etc.)
- Valued achievements prior to CAPTAIN
  - > Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - > Superior performance in O5 Command, Public Works Officer, and/or Major Facility/Expeditionary/Staff tours
  - Acquisition Level III
  - > JPME and other technical certifications (LEED, CEM, etc.)
- Tours outside normal career path
  - Superior performance in specialty-area billets (i.e., Ocean Facilities Program, Naval Special Warfare, Joint, etc.)



# **Limited Duty Officer (Staff)**

**Career Progression** 





### **Limited Duty Officer (Staff)**

- Sustained superior performance
  - Documented in FITREP
- Meaningful assignments
  - Leadership tours with technical knowledge requirements
- Actively mentors junior LDOs and enlisted Sailors
- Complexity and scope of responsibility
  - Upward progression in scope of management and leadership
  - > Diversity of experience and increased technical knowledge
  - Continues higher education or life-long learning
  - ➤ World-wide assignable

# FY-20 Active-Duty Chief Warrant Officer NAVY PERSONNEL Community Brief Disclaimer

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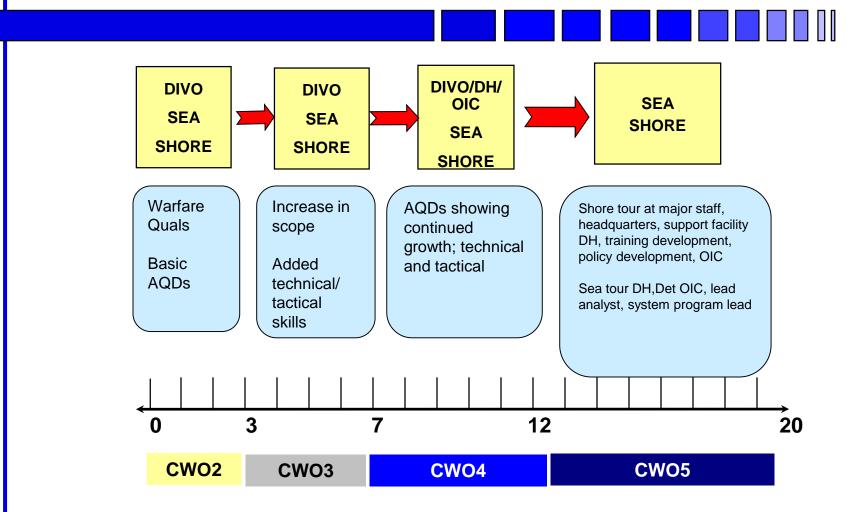
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### **Chief Warrant Officer**

**Career Progression** 





### **Chief Warrant Officer**

- Increased technical competency through repetitive designator / platform specific tours is fundamental to the development and successful career progression of CWOs
- All fully qualified CWO2s promote to CWO3
- Valued achievements prior to CWO4
  - Documented leadership in FITREPS
  - Warfare qualifications (if eligible; aviation CWOs have limited opportunity and subsurface CWOs are not eligible)
  - > Sustained superior performance and attainment of designator specific / community qualifications
  - ➤ Demonstration of increasing levels of responsibility and sound judgment in varied sea / shore assignments
  - > Continued vocational development (technical certifications / qualifications)
  - ➤ Continued academic development through off-duty education
- Valued achievements prior to CWO5
  - Documented leadership specifically related to the technical development of naval forces (ATG, INSURV, OTC etc.)
  - > Successful OIC / DH / PA tours
  - ➤ Successful leadership tours in operational / training environments
  - Demonstration of increasing levels of responsibility and sound judgment in varied sea / shore assignments
  - Continued vocational development (technical certifications / qualifications)
  - Continued academic development through off-duty education